

**REPORT OF SERVICE DIRECTOR - CUSTOMERS, GOVERNANCE AND
EMPLOYEES****LAUNCH OF NEW CAREER DEVELOPMENT PORTAL****Purpose of the Report**

1. To update members on the launch details of a new career development portal for employee engagement.

Information

2. Members will be aware that the Council currently has a comprehensive learning and development offer available to employees to support their professional development which includes access to both face to face training and an e-learning platform. The introduction of an additional online Career Development Portal will further support employees and encourages a personal responsibility to develop their skills and knowledge.
3. The portal is considered a highly cost effective mechanism to enable the Council to maintain and expand its learning and development offer to the entire workforce. It is important to continue to invest in workforce development even in times of budgetary challenge to ensure employees have the necessary skills, knowledge and experience to deliver the services provided to the people of Nottinghamshire. Increasingly younger people joining the Council's workforce have highlighted the importance of new experiences and the opportunity to develop their careers both inside and outside of the Council as being a key feature in their decision to apply and work with us.
4. The career development portal has a number of features including interactive tools, videos, CV builders, self assessments, wellbeing information and a wealth of additional career support.
5. The portal will link up to the learning and development offer via the learning platform provided by Learning Pool and has been customised to reflect the Council's approach to developing employees and being an employer of choice in Nottinghamshire.
6. The portal will play a significant part in enabling the Council to recruit and retain talented employees as it supports the Council's commitment to managing and retaining talent within the organisation and will also help support the council's continued ambition to be an employer of choice. It will provide an additional tool to enable the Council to continue to engage its workforce in their personal development.

7. Members will be able to view how the portal works at the Health and Safety event to be held on 3 October 2018 where it will be used to show employees the information it contains and how it can support personal and career development.

Other Options Considered

8. Consideration has been given to developing an in house portal however this would have significant resource implications and would not be as cost effective as implementing a readily available portal which benefits from regular updates to its content and provides wider context and perspective.

Reasons for Recommendation

9. To seek approval to communicate the launch of the portal and to inform members that it can be viewed at the Health and Safety at work event taking place after Personnel Committee.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Data Protection and Information Governance

11. The portal will be compliant with the relevant GDPR requirements.

Financial Implications

12. The career development portal has been procured in line with the Councils financial regulations. The portal provides the best value for money has been purchased at the annual cost of £19,000.

Human Resources Implications

13. These are outlined in the body of the report. The portal will allow employees to take responsibility for their own career and personal development. This gives employees the opportunity to self select their learning.
14. Trade union colleagues received a demonstration of the portal at the Central Joint Consultative and Negotiating panel meeting on 6 September 2018. They were very supportive of this on-line tool and approach being taken and have agreed to support and encourage staff take up.

15. The Council's Coaching Network and other staff groups have also received a demonstration of the portal and they all provided positive feedback. Further pop up shops will be held to showcase the portal at a series of events across the county.

Public Sector Equality Duty implications

16. The proposals in this report meet the Council's existing commitment to meeting, and where possible exceeding, the statutory requirements of the Equality Act 2010.

Smarter Working Implications

17. The portal will support the smarter working programme at the Council as employees will be able to access the portal from any NCC or their own mobile devices from home and work.

RECOMMENDATION

- 1) That members approve the launch and associated internal communications related to the career development portal.

Marjorie Toward

Service Director - Customers, Governance and Employees

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Constitutional Comments (KK 12/09/18)

18. The proposal in this report is within the remit of the Personnel Committee.

Financial Comments (SES 12/09/18)

19. The financial implications are set out in paragraph 11 of the report.

HR Comments (GME 17/09/18)

20. The portal will facilitate personal learning and development in a way which is more fitting for a modern public service organisation. It has received very positive comments from those who have had the opportunity to access the content and is a further tool in creating a more motivated, informed, flexible workforce.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- None

Electoral Division(s) and Member(s) Affected

- All